



National Aeronautics and Space  
Administration  
Goddard Space Flight Center

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# ANNOUNCEMENT

## **SUBJECT: Project Management Development Emprise (PMDE) – A Developmental Program for Administrative and Technical Project Management Personnel**

In the near future, two Competitive Announcements (one Technical and one Professional Administrative) will be posted to allow Goddard employees to apply to for an opportunity to participate in the next PMDE group.

The PMDE is a developmental program established by Center management for the purpose of providing select technical and professional administrative employees the work experience, training, guidance, and direction necessary for them to assume key management positions in the Center's Flight Programs and Projects Directorate (FPPD). Initially established to eliminate a threat to the continuity of professional management of flight programs and projects due to retirements, it continues to do so to this day. Project Management is a discipline, which requires very specific training and experience. PMDE ensures continuity in professional, high quality Program & Project Management, thus assuring a well-trained cadre of graduates as potential FPPD managers. PMDE was initiated in 1990; its last class was in 2002/3. If an insufficient number of qualified candidates apply, the next class may be deferred until 2006.

Key features of the program are as follows:

- The selection process will be formal, rigorous, and based on specific selection criteria.
- Entry level of this year's class will generally be GS-12 through 14 for technical and GS-12 through 13 for administrative applicants.
- Participants selected for the PMDE program will remain in their current discipline position and organization during the initial development and training. Reassignment to developmental positions can be made at any time based on individual selectee's development and position availability.
- Final selection will be made by the Director of Flight Programs and Projects, only after coordination with and agreement by the potential selectee's Director of.
- Up to 25 percent on average of the participant's time will be applied to satisfying the developmental training and work experience requirements of the program in addition to the individual's fulltime position.
- Position Description addendums will be prepared for each participant. These addendums will outline the participant's PMDE program responsibilities.

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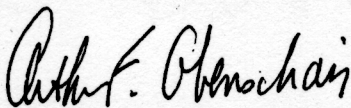
- g. The participant's full performance level will be GS-15, achieved only upon graduation from the program. Actual promotion will be dependent on position availability and performance of the participants.
- h. A specific PMDE training and work experience element will be incorporated into the employee's performance plan.
- i. A PMDE Advisory Board evaluates and recommends applicants for selection to the selecting official, develops program training/work experience requirements, monitors participant progress/performance and determines participant continuance in the program.
- j. A mentor generally from the ranks of the senior Flight Programs and Projects Directorate managers, will be matched to each participant. The mentor's role will include guidance, counseling, and direction, initially in working with the mentee in preparing an Individual Development Plan for review by the Advisory Board.
- k. The PMDE will provide to participants accelerated development which will qualify them for direct assignment to positions of progressive responsibility and promotion opportunity without further competition, upon successful completion of the program.
- l. The participant must work at least one 6-month assignment within FPPD while in the program. Upon graduation the participant, if not already in the Directorate, will be assigned a position within FPPD.

Applications in response to the competitive personnel placement ads should include the following:

- a. Complete, up-to-date resume
- b. A copy of the most recent performance appraisal (narrative only); and
- c. A statement of professional career objectives and interest in Program/Project Management (not more than two typewritten pages).

Those considering applying for the PMDE Program should obtain and review the detailed program brochure from Howard Ottenstein, Code 403, Building 8, Room 209, x6-8583, or Mark Goldman, Employee and Organizational Development Branch, Code 114, Building 1, Room 128, x6-8852.

Specific technical and professional administrative vacancy announcements will be posted in the ensuing weeks on the OHR website.



Arthur F. Obenschain  
Director of Flight Programs and Projects